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## Human Resource Specialist Job Description

xCraft is the fastest growing drone manufacturer in the Northwest. Our mission is to develop powerful flying machines that change the world. A Human Resource Specialist must be a rock star employee that is responsible for planning, implementing, and evaluating employee relations and human resources policies, programs, and practices.

### Primary Tasks:

- Maintains the work structure by updating job requirements and job descriptions for all positions.
- Maintains organization staff by establishing a recruiting, testing, and interviewing program; counseling managers on candidate selection; conducting and analyzing exit interviews; recommending changes.
- Prepares employees for assignments by establishing and conducting orientation and training programs.
- Maintains a pay plan by conducting periodic pay surveys; scheduling and conducting job evaluations; preparing pay budgets; monitoring and scheduling individual pay actions; recommending, planning, and implementing pay structure revisions.
- Ensures planning, monitoring, and appraisal of employee work results by training managers to coach and discipline employees; scheduling management conferences with employees; hearing and resolving employee grievances; counseling employees and supervisors.
- Maintains employee benefits programs and informs employees of benefits by studying and assessing benefit needs and trends; recommending benefit programs to management; directing the processing of benefit claims; obtaining and evaluating benefit contract bids; awarding benefit contracts; designing and conducting educational programs on benefit programs.
- Ensures legal compliance by monitoring and implementing applicable human resource federal and state requirements; conducting investigations; maintaining records; representing the organization at hearings.
- Maintains management guidelines by preparing, updating, and recommending human resource policies and procedures.
- Maintains historical human resource records by designing a filing and retrieval system; keeping past and current records.
- Maintains professional and technical knowledge by attending educational workshops; reviewing professional publications; establishing personal networks; participating in professional societies.
- Completes human resource operational requirements by scheduling and assigning employees; following up on work results.
- Maintains human resource staff by recruiting, selecting, orienting, and training employees.
- Maintains human resource staff job results by counseling and disciplining employees; planning, monitoring, and appraising job results.
- Contributes to team effort by accomplishing related results as needed.

### Must possess the following skills:

- Hiring
- Human Resources Management
- Benefits Administration
- Performance Management
- Communication Processes
- Compensation and Wage Structure
- Supports Diversity
- Classifying Employees

- Employment Law
- Laws Against Sexual Harassment
- Organization

**Must be competent using the following software:**

- Microsoft Office
- Google Drive
- Google Docs/Sheets/Forms
- Slack – For team communication/instant messaging
- Wunderlist – for task lists/sharing/tracking
- Asana – for setting and tracking schedules and remote team coordination

**Common Tasks:**

All xCrafters take part in common tasks. We are all expected to keep our work area and common areas clean and functional. If you notice something needs to be done, do it! ☺

- Office cleanup – sweeping, dusting, general organizing, taking out trash, vacuuming, etc.
- Kitchen patrol – washing dishes, making coffee, refrigerator cleaning, counter cleanup, etc.
- Answering phones
- Shipping/Receiving – packing, creating shipping labels, taking packages to post office, etc.
- General labor as needed
- Performs other duties as assigned.

**Acceptable Experience and Training:**

- Bachelor's degree in human resources, or business administration or a related field.
- Two (2) years' experience in a related field is required; or
- An equivalent combination of education and experience that provides the required skills, knowledge and abilities to successfully perform the essential functions of the position may be considered.

**Physical Duties & Work Environment:**

While performing the duties of this classification, the employee is frequently required to stand, walk, sit, stoop, kneel, bend, use hands to manipulate and make adjustments to tools used in performing the essential functions of the classification, and reach with hands and arms. The employee must frequently lift and/or move up to 25 pounds and, infrequently, up to 50 pounds. Specific vision abilities required by this classification include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus. Sufficient clarity of speech and hearing abilities required by this classification includes those which permit the employee to discern verbal instructions and communicate effectively in person and by telephone and to discern safety warnings such as alarms and emergency warning sounds. While performing the duties of this classification, the employee works in an indoor building and outdoor setting where the noise level in the work environment is usually moderate but during times of configuration and testing can be louder, and that includes exposure to inclement weather for outside testing.

I have read, understand, and agree to this job description.

Signed \_\_\_\_\_ Print \_\_\_\_\_

Date \_\_\_\_\_